

March 4, 2011 printed 24

Beginning Balance:

DATE	TYPE	POINT DED	BALANCE
	BEGINNING BALANCE	0.0	24
05/22/10	TARDY < 30 MIN	-1.0	23
06/10/10 FMLA	ABSENCE	-4.0	19
07/02/10	TARDY	-3.0	16
07/12/10 FMLA Peking demand	TARDY < 30 MIN	-1.0	15
07/16/10	ABSENCE	-4.0	11
07/30/10	TARDY	-3.0	8
09/17/10	LOA/PLOA/COLA	0.0	8
11/05/10	FMLA	0.0	8
02/04/11	ADD BONUS POINT	1.0	9
02/11/11	FMLA	0.0	9
02/25/11	TARDY	-3.0	6

February 1st 2010  
revised attendance policy in effect

My FMLA USAGE 2011

June 2011

Date	Shift	Hours
6/3/11	430-1230	8 hrs
6/4/11	430-1500	10.5 hrs
		18.5
6/7/11	5-9am	4 hrs
		22.5 hrs
6/14/11	5-10	5.0 hrs
		27.5
6/24	430-1230	8.0 hrs
		35.5 hrs

June 2011

July 2011

Date	Shift	Hours
7/19/11	5-10	5.0 hrs

July 2011

August 2011

Date	Shift	Hours
8/13/11	12-1600	4 hrs
8/16/11	5-9	4 hrs
		8 hrs
8/18/11	5-9	4 hrs
		12.0 hrs

used  
June 2011 35.5 hrs  
July 2011 5.0 hrs  
Aug 2011 12.0 hrs  
52.5 hrs  
FMLA Total Used  
for 2011

From 1/1/11 to 7/20/11  
2 months + 20 days  
I worked 76.75 hrs  
which equals 27 weeks @ 26.17 hrs w/  
Average week

Mark - Not comfortable taking case

11-1-11

FMLA

leave complaint - on line  
\* workplace development  
\* State has investigators to gather facts + info

OVER →

OSHA violation →

send in form

Complaint Form - to State

Jim Sending me

Has staff of investigators

Employment Law Firm -

Tell Attorney - referred By JIM Brazinski PT-lawyer

\* File for Unemployment TODAY

Jim can/will fight

Marquette PT - 3yrs Fulltime - 3yrs after Bachelor Degree

26/51 S. Windlake Rd Windlake WI 53185

Change Address ONLINE

PIN 1021

only let me go to work 12/23/11

FILE

W2 - look for work

\* Transition medical condition Form Draw full out

(1) Friday, July 22, 2011 8:01:07 AM CDT

SEE picture  
taken on cell  
- Aircraft Grooming Supervisor  
Mark - brought us  
all 3 dogs  
He & his wife  
got friends of mine  
He knows of my  
Health Condition

1MKELAX<

22JUL FRI MKE/CDT LAX/PDT-2

REMEMBER TO TRANSFER TO MASTERCARD

1F9 377 Y0 B0 H0 I0 V0 L0\*MKEDEN 9 912A 1040A 319 F 0 XS /E

U0 E0 D0 M0 Q0 T0 G0 W0 R0

2F9 413 Y0 B0 H0 I0 V0 L0\* LAX N 1210P 128P 319 F 0 XJ /E

U0 E0 D0 M0 Q0 T0 G0 W0 R0

3F9\*1523 Y4 B2 H1 I1 V1 L1\*MKEMCI 9 115P 245P E70 0 /E

U1 E1 D0 M0 Q0 T0 G0 W0 R0

OPERATED BY REPUBLIC AIRLINES

4F9\*1771 Y7 B7 H3 I1 V1 L0\* LAX N 335P 508P E90 F 0 XJ /E

U0 E0 D0 M0 Q0 T0 G0 W0 R0

OPERATED BY REPUBLIC AIRLINES

5F9 371 Y0 B0 H0 I0 V0 L0\*MKEDEN 9 215P 343P 319 0 F /E

U0 E0 D0 M0 Q0 T0 G0 W0 R0

6F9 417 Y1 B1 H1 I0 V0 L0\* LAX 6 445P 607P 319 0 /E

U0 E0 D0 M0 Q0 T0 G0 W0 R0

\* - FOR ADDITIONAL CLASSES ENTER 1\*C

530ish  
814 ← still NOT fixed

75° - 45  
↓ in mn  
52°

\* Milw CO - HVAC -  
Raynolds/ Renial Failure  
3mo -  
\* Beth/ Jason - made  
\* Hank - Wary Hours

7/22  
ASKED Supervisor  
Jason Lehram if  
I could use my  
FMCA from 8:01-09:30  
He FLAT OUT SAID

"NO - Go Sit down  
Young Lady!"  
My hands & feet (fingers)  
were red, white, blue on  
& Numb from my  
Raynolds



Hi, Dafina | Sign Out | Options | Help

Trending: iPhone 5

Go Mobile

flyfrontier.com

Search Mail

WHAT'S NEW | Frontier (11) | CONTACTS | SEARCH: flyfro... | AUG 13th.. FML... | RE: AUG 18Th.... | Tues Aug 23rd 5...

Compose Message

Delete

Reply

Forward

Print

Los

Tues Aug 23rd 5-10am

Hide Details

FROM: Dafina Roter

Tuesday, August 23, 2011 12:54 AM

Inbox 50150

Conversations

Drafts 45

Sent

Spam 2850

Trash 203

Folders +

Amttrak

Attorney

Benjamin

Bob and Cheri

Coupons

Daisy Troop 5043 Win...

DirectTV

DOMINIC

EbaY

Financial Aide and Sc...

Fitness

Flight Schedules

Frontier

Funnies

Gary Kraeger

Goway Travel

Gracies Yahoo and FB

Grants

Great America III

Griff

Habush Habush and...

Hawaii

Health

Horoscopes

ID90 Itinerary System

Indi

Jobs

Kiss FM

Las Vegas

LinkedIn

Nancy and Jimmy

National Geographic

Good Morning-

I was not sure if Beth informed you about me still being out. Messages were left for Beth by Rebecca and my Mom to her cel and office voicemail with no return call to either one of them. I fully understand I've run out of FMLA, I had 22pts regardless...minus 2hrs short from FMLA which I believe puts me at 19 or 20pts? then today is...3pts? so down to 15pts minimal? not sure, nothing has been consistent...just wanted you to know, I will not be in Tues 8/23, today. My family and I have left messages which disappear so I am sending this because you are the Tues AM supervisor and Jason is my direct sup, who is also cc in. Have a Dr appt on Wed, which will decide when I can come back...I will also provide a Dr excuse to HR for my extended time off...thanks.

Dafina  
17671

8/16/11 HR 10 hrs FMLA left

10 FMLA hrs  
24pts - attendance scale - Must

\* Got sick in June due to HVAC going down - All of us got sick + kept passing it around to each other

Dr Excuses  
From:

8/16/11 to

8/24/11

+ spoke w/

Supervisors

then 8/24/11 to

8/31/11

- Did good in July after meds in Jan  
- worked in a Germ Box 2xs  
- End of July HVAC

Started to go down daily  
atc-pic from tower of bus in blankets  
from grooming Sup - + was denied  
to use 1 hr of FMLA from 8-9am  
+ all pets were gone/no activity

\* HVAC still not fixed thru beginning  
of Aug - which in turn got  
me really sick

**Subject: RE:**

In order to put together the forms for you, we need some general information as to the nature of your leave. Is the leave for you, a spouse, parent, child, etc...? Will the leave be continuous in nature, or will it be intermittent? When would you like to begin the leave and how long do you plan to be out. Once we have this information I will be able to prepare the forms for you and send them to this email address. Once you receive the forms you will have 15 days to take the forms to the acting physician and have them filled out. The information that must be included in the forms includes:

\*

The name and contact information for the physician

\*

A diagnosis and treatment

\*

Dates such as the start and end of your leave

\*

Duration and frequency of the diagnosis

Lisa L. Evans  
Leave of Absence Supervisor, Human Resources  
Republic Airways Holdings  
Phone: 317-246-2649  
Fax: 317-484-4561

CONFIDENTIALITY NOTICE: This email may contain confidential and privileged material for the sole use of the intended recipient(s). Any review, use, distribution or disclosure by others is strictly prohibited. If you have received this communication in error, please notify the sender immediately by e-mail and delete the message and any file attachments from your computer.

TO REPUBLIC AIRWAYS HOLDINGS EMPLOYEES: The content of this email is confidential as set forth in the Privacy Policy of the Associate Handbook, and may NOT be publically disclosed or disseminated. Violation of this policy may result in disciplinary action up to and including discharge.

-----Original Message-----

From: Roter, Dafina A. [mailto:Dafina.Roter@midwestairlines.com]  
Sent: Friday, July 23, 2010 5:05 PM  
To: LOA Flyfrontier  
Cc: Lehrman, Jason J.  
Subject:

Good Afternoon....

I was wondering what I needed to do to apply for FMLA? Was sick due to my health condition last week.

Dafina Roter - Customer Service - Operations MIDWEST AIRLINES | FRONTIER AIRLINES Operations Tower - MKE  
Midwest Airlines, Inc. MKE/PAX/AP  
5300 South Howell Avenue  
Milwaukee, Wisconsin 53207  
(414.294.6304 - B | 7 414.294.6208  
dafina.rotter@midwestairlines.com  
dafina.rotter@flyfrontier.com  
P Please consider the environment before printing this email.

My Dr is Dr William Elliot. Nephrologist. The FMLA is for me, for my kidney failure. I would like the leave to begin on 16JUL10 as I had a episode with my blood pressure. His phone number is 414-383-7764 fax 414-383-8089.

**Dafina Roter - Customer Service - Operations**  
**MIDWEST AIRLINES | FRONTIER AIRLINES**

**Operations Tower - MKE**  
Midwest Airlines, Inc. MKE/PAX/AP  
5300 South Howell Avenue  
Milwaukee, Wisconsin 53207  
☎ 414.294.6304 - B | 📠 414.294.6208  
[dafina.roter@midwestairlines.com](mailto:dafina.roter@midwestairlines.com)  
[dafina.roter@flyfrontier.com](mailto:dafina.roter@flyfrontier.com)



Please consider the environment before printing this email.

---

**From:** LOA Flyfrontier [mailto:LOAFlyfrontier@rjet.com]  
**Sent:** Mon 7/26/2010 8:28 AM  
**To:** Roter, Dafina A.  
**Subject:** RE:

In order to put together the forms for you, we need some general information as to the nature of your leave. Is the leave for you, a spouse, parent, child, etc...? Will the leave be continuous in nature, or will it be intermittent? When would you like to begin the leave and how long do you plan to be out. Once we have this information I will be able to prepare the forms for you and send them to this email address. Once you receive the forms you will have 15 days to take the forms to the acting physician and have them filled out. The information that must be included in the forms includes:

\*

The name and contact information for the physician

\*

A diagnosis and treatment


\*

Dates such as the start and end of your leave

\*

Duration and frequency of the diagnosis

Lisa L. Evans  
Leave of Absence Supervisor, Human Resources  
Republic Airways Holdings

 You forwarded this message on 8/10/2010 1:23 PM.

Attachments can contain viruses that may harm your computer. Attachments may not display correctly.



**Roter, Dafina A.**

**From:** LOA Flyfrontier [LOAFlyfrontier@rjet.com]

**To:** Roter, Dafina A.

**Cc:**

**Subject:** Roter, Dafina

**Attachments:**  Employee.pdf(24KB)  Roter, Dafina IFL.pdf(36KB)

**Sent:** Fri 7/30/2010 12:53 PM

Dafina,

Because the first contact we have from you is 7 days after your request for a leave for your absence on July 16th, we will not be able to recode this absence. However, here is the paperwork to apply for Intermittent FMLA in case you have another episode.

~~X~~ We've verified your eligibility, and you are eligible for the FMLA at this time. ~~X~~ With an intermittent, the guidelines are pretty stringent. When you take the medical certificate to the doctor, the doctor will need to list a diagnosis of the chronic/recurring condition in question 1 of medical facts and then under the amount of leave your doctor will need to estimate how often you may miss work because of your medical condition. For example 1-2 times per month lasting 1-2 days per episode.

There are two attachments, one is a letter regarding your FMLA request, the second is the medical certificate that must be completed by the physician and returned via fax no later than August 13, 2010.

Should you have any questions, please feel free to contact us at anytime at this email address.

Barbie Butler  
Leave of Absence Assistant  
Republic Airways Holdings, Inc.  
Phone: (317) 471-2595  
Fax: (317) 484- 4561

**From:** Roter, Dafina A. [mailto:Dafina.Roter@midwestairlines.com]

**Sent:** Thursday, July 29, 2010 7:18 AM

**To:** LOA Flyfrontier; Lehrman, Jason J.



**Subject:** RE:

Good Morning!!

[PART B-RIGHTS AND RESPONSIBILITIES FOR TAKING FMLA LEAVE]

As explained in Part A, you meet the eligibility requirements for taking FMLA leave and still have FMLA leave available in the applicable 12-month period. However, in order for us to determine whether your absence qualifies as FMLA leave, you must return the following information to us by August 13, 2010. Failure to return by this date may result in denial of your leave, and all absences will be counted in accordance with the company attendance policy.

- ☒ Sufficient certification to support your request for FMLA leave. A certification form that sets forth the information necessary to support your request included with this packet.
- ☐ Sufficient documentation to establish the required relationship between you and your family member.
- ☐ Other information needed:
- ☐ No additional information requested

 Please review checked items below in regard to your responsibilities while on a leave of absence: 

- ☒ Communication Status Reports. While on leave, you will be required to furnish us with periodic reports of your status and intent to return to work.

- **INDEFINITE:**

If your physician indicates on the Medical Certification Form that your return to work will be an "indefinite" period or your return to work is "unknown", you will be required to supply a physician's written statement every 30 days.

- **LESS THAN 90 DAYS:**

If your physician indicates that your return to work is a specified date less than 90 days, on the specified return to work date, you will need to submit either a return to work slip or a written physician's statement extending your leave. *provide to work*


- **90 DAYS OR GREATER:**

If your physician indicates that your return to work will be 90 days or more, you will be required to submit either a return to work slip or a written physician's statement extending your leave no later than the 91<sup>st</sup> day of absence and periodically thereafter (no more than every 30 days).

- ☒ You will receive a letter from the Benefits Department with details on paying your insurance premiums during your leave. If payment is not made timely, your group health insurance may be cancelled, provided we notify you in writing at least 15 days before the date that your health coverage will lapse. All correspondence to you will be sent to your company email address unless otherwise specified by you via email. Should you have any questions, please email [LOABillingF9@rjet.com](mailto:LOABillingF9@rjet.com)

- ☒ If you are on a leave of absence due to the addition of a new baby, this is a reminder that you have 31 days from the date of birth to add your newborn to your group benefits. You may add your new baby by logging into [www.myfrontier.org](http://www.myfrontier.org), and clicking the link to the right "oracle HR", log in and click on the life event applicable. If you miss the 31 day deadline, you will have to wait until the next Open Enrollment period to do so. In order to add the baby to your benefits, please contact our Benefits Department via email at [benefits@rjet.com](mailto:benefits@rjet.com).

- ☒ Short Term Disability is an insurance benefit that helps protect a portion of your income while you are on an approved leave of absence for your own illness or injury unrelated to work. If your leave of absence is longer than seven (7) consecutive days and you elected this coverage with your group benefits with premiums deducted from your paycheck, you may file a claim with The Hartford by calling 1-800-707-5333. You are responsible for filing the claim and providing updates to The Hartford regarding your last day of work and your anticipated return date.

 *Started 1/1/11 - Should be entitled to the pay for*  
8090 Purdue Road, Indianapolis, Indiana 46268 Tele: (317) 471-2595 Fax (317) 484-4561, [LOA@myfrontier@rjet.com](mailto:LOA@myfrontier@rjet.com)

Revised 06/03/10

*slw 8/31/2011 - Terminated 8/23/11*

Milwaukee, Wisconsin 53207  
( 414.294.6304 - B | 7 414.294.6208  
[dafina.roter@midwestairlines.com](mailto:dafina.roter@midwestairlines.com)  
[dafina.roter@flyfrontier.com](mailto:dafina.roter@flyfrontier.com)  
P Please consider the environment before printing this email.

-----Original Message-----  
From: LOA Flyfrontier [mailto:LOAFlyfrontier@rjet.com]  
Sent: Thu 8/19/2010 3:43 PM  
To: Roter, Dafina A.  
Subject: FW: Roter, Dafina

Dafina,

I am sorry to inform you, but you have not worked enough hours within the last 12 months to qualify for FMLA. Our records indicate that for the period of 08/19/2009 - 08/19/2010 you have worked a total of 784 hours. In order to be eligible for FMLA, an employee must have worked a total of 1,000 hours within a rolling calendar year per Wisconsin Law. I am unable to recommend a Non-FMLA leave, because a Non-FMLA would be continuous in nature and not intermittently used. That leaves you with the option of a personal leave. A personal leave can only be approved by your supervisor. In order for me to request this from your supervisor, I need to know the dates in which you would like to be off.

Should you have any questions or concerns, do not hesitate to contact me.

Sincerely,

Eric W. Kartchner

Leave of Absence Coordinator

Republic Airways Holdings, Inc.

Phone (317) 471-2496

Fax (317) 484-4561

CONFIDENTIALITY NOTICE: This email may contain confidential and privileged material for the sole use of the intended recipient(s). Any review, use, distribution or disclosure by others is strictly prohibited. If you have received this communication in error, please notify the sender immediately by e-mail and delete the message and any file attachments from your computer.

TO REPUBLIC AIRWAYS HOLDINGS EMPLOYEES: The content of this email is confidential as set forth in the Privacy Policy of the Associate Handbook, and may NOT be publically disclosed or

-----Original Message-----

From: Roter, Dafina A. [mailto:Dafina.Roter@midwestairlines.com]  
Sent: Wednesday, August 25, 2010 9:55 PM  
To: LOA Flyfrontier  
Subject: RE: Roter, Dafina

Dear Sir,

I apologize for taking a few days to reply, but I need to go through some of my records. I was wondering if you could recalculate my hours? I received a email in February stating that I have 1106.75 hours, since then I have picked up a lot of hours at work also. I also received a email from Barbie Butler stating that she's verified my eligibility, and I am eligible for the FMLA at this time. I can forward them to you if you'd like. Could you PLEASE review it again?

Dafina Roter - Customer Service - Operations MIDWEST AIRLINES | FRONTIER AIRLINES Operations  
Tower - MKE

Midwest Airlines, Inc. MKE/PAX/AP  
5300 South Howell Avenue  
Milwaukee, Wisconsin 53207  
( 414.294.6304 - B | 7 414.294.6208  
[dafina.rotter@midwestairlines.com](mailto:dafina.rotter@midwestairlines.com)  
[dafina.rotter@flyfrontier.com](mailto:dafina.rotter@flyfrontier.com)

P Please consider the environment before printing this email.

-----Original Message-----

From: LOA Flyfrontier [mailto:LOAFlyfrontier@rjet.com]  
Sent: Thu 8/19/2010 3:43 PM  
To: Roter, Dafina A.  
Subject: FW: Roter, Dafina

Dafina,

I am sorry to inform you, but you have not worked enough hours within the last 12 months to qualify for FMLA. Our records indicate that for the period of 08/19/2009 - 08/19/2010 you have worked a total of 784 hours. In order to be eligible for FMLA, an employee must have worked a total of 1,000 hours within a rolling calendar year per Wisconsin Law. I am unable to recommend a Non-FMLA leave, because a Non-FMLA would be continuous in nature and not intermittently used. That leaves you with the option of a personal leave. A personal leave can only be approved by your supervisor. In order for me to request this from your supervisor, I need to know the dates in which you would like to be off.

Should you have any questions or concerns, do not hesitate to contact me.

Sincerely,

Roter, Dafina A.

---

From: LOA Flyfrontier [LOAFlyfrontier@rjet.com]  
Sent: Thursday, September 02, 2010 2:44 PM  
To: Roter, Dafina A.  
Subject: RE: Roter, Dafina

Dafina,

I just sent you an email containing the report I ran in order to determine the hours you have worked within the last year. Additionally, it appears your hire date was 12/01/2009. You must have been with the company for 1 year in order to be eligible.

Should you have any questions or concerns, do not hesitate to contact me.

Sincerely,

Eric W. Kartchner  
Leave of Absence Coordinator  
Republic Airways Holdings, Inc.  
Phone (317) 471-2496  
Fax (317) 484-4561

↓  
My Hire Date  
is September  
2003

CONFIDENTIALITY NOTICE: This email may contain confidential and privileged material for the sole use of the intended recipient(s). Any review, use, distribution or disclosure by others is strictly prohibited. If you have received this communication in error, please notify the sender immediately by e-mail and delete the message and any file attachments from your computer.

TO REPUBLIC AIRWAYS HOLDINGS EMPLOYEES: The content of this email is confidential as set forth in the Privacy Policy of the Associate Handbook, and may NOT be publically disclosed or disseminated. Violation of this policy may result in disciplinary action up to and including discharge.

-----Original Message-----

From: Roter, Dafina A. [mailto:Dafina.Roter@midwestairlines.com]  
Sent: Wednesday, August 25, 2010 9:55 PM  
To: LOA Flyfrontier  
Subject: RE: Roter, Dafina

Dear Sir,

I apologize for taking a few days to reply, but I need to go through some of my records. I was wondering if you could recalculate my hours? I received a email in February stating that I have 1106.75 hours, since then I have picked up a lot of hours at work also. I also received a email from Barbie Butler stating that she's verified my eligibility, and I am eligible for the FMLA at this time. I can forward them to you if you'd like. Could you PLEASE review it again?

Dafina Roter - Customer Service - Operations MIDWEST AIRLINES | FRONTIER AIRLINES Operations  
Tower - MKE  
Midwest Airlines, Inc. MKE/PAX/AP  
5300 South Howell Avenue

Eric W. Kartchner

Leave of Absence Coordinator

Republic Airways Holdings, Inc.

Phone (317) 471-2496

Fax (317) 484-4561

CONFIDENTIALITY NOTICE: This email may contain confidential and privileged material for the sole use of the intended recipient(s). Any review, use, distribution or disclosure by others is strictly prohibited. If you have received this communication in error, please notify the sender immediately by e-mail and delete the message and any file attachments from your computer.

TO REPUBLIC AIRWAYS HOLDINGS EMPLOYEES: The content of this email is confidential as set forth in the Privacy Policy of the Associate Handbook, and may NOT be publically disclosed or disseminated. Violation of this policy may result in disciplinary action up to and including discharge.

**Roter, Dafina A.**

---

**From:** Roter, Dafina A.  
**Sent:** Saturday, September 04, 2010 9:07 AM  
**To:** LOA Flyfrontier  
**Subject:** RE: Roter, Dafina

Dear Sir.....

My hire date is 08SEP03....would you like a copy of my badge? I don't understand all of the confusion with my case? I have to go in for a Kidney Transplant, Ive gotten the run around for months with my FMLA situation. Ive been told by two people that I was approved, and now your telling me something completely different. Our company has changed hands three times in the last year, and not one response has been consistant. As far as I know, we didn't loose seniority with going from a Midwest emp to RPA to F9. PLEASE clarify. I've calculated my hours, and I do have enough for FMLA. Iam getting very frustrated with all of the run around and inconsistant answers, this is the last thing I need with my heatlh situation. Please get back to me as soon as you can.

Dafina Roter

-----Original Message-----

**From:** LOA Flyfrontier [mailto:LOAFlyfrontier@rjet.com]  
**Sent:** Thursday, September 02, 2010 2:44 PM  
**To:** Roter, Dafina A.  
**Subject:** RE: Roter, Dafina

Dafina,

I just sent you an email containing the report I ran in order to determine the hours you have worked within the last year. Additionally, it appears your hire date was 12/01/2009. You must have been with the company for 1 year in order to be eligible.

Should you have any questions or concerns, do not hesitate to contact me.

Sincerely,

Eric W. Kartchner  
Leave of Absence Coordinator  
Republic Airways Holdings, Inc.  
Phone (317) 471-2496  
Fax (317) 484-4561

CONFIDENTIALITY NOTICE: This email may contain confidential and privileged material for the sole use of the intended recipient(s). Any review, use, distribution or disclosure by others is strictly prohibited. If you have received this communication in error, please notify the sender immediately by e-mail and delete the message and any file attachments from your computer.

TO REPUBLIC AIRWAYS HOLDINGS EMPLOYEES: The content of this email is confidential as set forth in the Privacy Policy of the Associate Handbook, and may NOT be publically disclosed or disseminated. Violation of this policy may result in disciplinary action up to and including discharge.